WHAT IS CLAIMED IS:

1   1.   A method for assessing employee compensation, said method
2   comprising:
3   receiving planning factor data from a user, the planning
4   factor data corresponding to one or more employees and
5   the planning factor data including compensation
6   planning data;
7   storing the planning factor data in employee profile data
8   areas, wherein each employee profile data area
9   corresponds to one of the employees;
10   retrieving actual employment data for each of the
11   employees, the actual employment data including
12   employee contribution data and actual compensation
13   data; and
14   analyzing the compensation planning data corresponding to
15   one or more employees using the contribution data
16   corresponding to one or more employees.

1   2.   The method as described in claim 1 further comprising:
2   identifying high contributing employees by analyzing
3   employee performance data included in an employee
4   profile data area corresponding to each employee;
5   determining whether the planning data corresponding to the
6   high contributing employees is accurate; and
7   revising the planning data in response to the
8   determination.

1   3.   The method as described in claim 1 further comprising:

2   identifying an employee classification corresponding to one

3   of the employees;

4   retrieving benchmark compensation data from a nonvolatile

5   storage device corresponding to the identified

6   employee classification; and

7   comparing the retrieved benchmark compensation with actual

8   compensation data corresponding to the employee.

1   4.   The method as described in claim 3 wherein the benchmark

2   compensation data is selected from a group consisting of

3   regional compensation data and organizational compensation

4   data.

1   5.   The method as described in claim 1 further comprising:

2   selecting a group of employees;

3   calculating an aggregate compensation for the group;

4   retrieving budget data corresponding to the group; and

5   determining a variance between the aggregate compensation

6   and the budget data.

1   6.   The method as described in claim 5 further comprising:

2   selecting one of the employees from the group;

3   revising compensation data corresponding to the selected

4   employee;

5   calculating a second aggregate compensation for the group;

6   and

7   determining a second variance between the second aggregate

8   compensation and the budget data.

1   7.   The method as described in claim 1 wherein the compensation

2   planning data includes one or more from the group

3   consisting of a salary amount, a stock option amount, and
4   an award amount.

1 8. An information handling system comprising:
2   one or more processors;
3   a memory accessible by the processors;
4   one or more nonvolatile storage devices accessible by the
5   processors; and
6   a compensation analysis tool to analyze employee
7   compensation, the compensation analysis tool
8   including:
9   means for receiving planning factor data from a user,
10   the planning factor data corresponding to one or
11   more employees and the planning factor data
12   including compensation planning data;
13   means for storing the planning factor data in employee
14   profile data areas, wherein each employee profile
15   data area corresponds to one of the employees;
16   means for retrieving actual employment data for each
17   of the employees, the actual employment data
18   including employee contribution data and actual
19   compensation data; and
20   means for analyzing the compensation planning data
21   corresponding to one or more employees using the
22   contribution data corresponding to one or more
23   employees.

1 9. The information handling system as described in claim 8
2   further comprising:

3   means for identifying high contributing employees by

4   analyzing employee performance data included in an

5   employee profile data area corresponding to each

6   employee;

7   means for determining whether the planning data

8   corresponding to the high contributing employees is

9   accurate; and

10   means for revising the planning data in response to the

11   determination.

1 10. The information handling system as described in claim 8

2   further comprising:

3   means for identifying an employee classification

4   corresponding to one of the employees;

5   means for retrieving benchmark compensation data from a

6   nonvolatile storage device corresponding to the

7   identified employee classification; and

8   means for comparing the retrieved benchmark compensation

9   with actual compensation data corresponding to the

10   employee.

1 11. The information handling system as described in claim 10

2   wherein the benchmark compensation data is selected from a

3   group consisting of regional compensation data and

4   organizational compensation data.

1 12. The information handling system as described in claim 8

2   further comprising:

3   means for selecting a group of employees;

4   means for calculating an aggregate compensation for the

5   group;

6   means for retrieving budget data corresponding to the

7   group; and

8   means for determining a variance between the aggregate

9   compensation and the budget data.

1   13. The information handling system as described in claim 12

2   further comprising:

3   means for selecting one of the employees from the group;

4   means for revising compensation data corresponding to the

5   selected employee;

6   means for calculating a second aggregate compensation for

7   the group; and

8   means for determining a second variance between the second

9   aggregate compensation and the budget data.

1   14. A computer program product stored in a computer operable

2   media for analyzing employee compensation, said computer

3   program product comprising:

4   means for receiving planning factor data from a user, the

5   planning factor data corresponding to one or more

6   employees and the planning factor data including

7   compensation planning data;

8   means for storing the planning factor data in employee

9   profile data areas, wherein each employee profile data

10   area corresponds to one of the employees;

11   means for retrieving actual employment data for each of the

12   employees, the actual employment data including

13   employee contribution data and actual compensation

14   data; and

15   means for analyzing the compensation planning data

16   corresponding to one or more employees using the

17   contribution data corresponding to one or more

18   employees.

1   15.   The computer program product as described in claim 14

2   further comprising:

3   means for identifying high contributing employees by

4   analyzing employee performance data included in an

5   employee profile data area corresponding to each

6   employee;

7   means for determining whether the planning data

8   corresponding to the high contributing employees is

9   accurate; and

10   means for revising the planning data in response to the

11   determination.

1   16.   The computer program product as described in claim 14

2   further comprising:

3   means for identifying an employee classification

4   corresponding to one of the employees;

5   means for retrieving benchmark compensation data from a

6   nonvolatile storage device corresponding to the

7   identified employee classification; and

8   means for comparing the retrieved benchmark compensation

9   with actual compensation data corresponding to the

10   employee.

1   17.   The computer program product as described in claim 16

2   wherein the benchmark compensation data is selected from a

3   group consisting of regional compensation data and

4   organizational compensation data.

1   18.   The computer program product as described in claim 14

2   further comprising:

3   means for selecting a group of employees;

4   means for calculating an aggregate compensation for the

5   group;

6   means for retrieving budget data corresponding to the

7   group; and

8   means for determining a variance between the aggregate

9   compensation and the budget data.

1   19.   The computer program product as described in claim 18

2   further comprising:

3   means for selecting one of the employees from the group;

4   means for revising compensation data corresponding to the

5   selected employee;

6   means for calculating a second aggregate compensation for

7   the group; and

8   means for determining a second variance between the second

9   aggregate compensation and the budget data.

1   20.   The computer program product as described in claim 14

2   wherein the compensation planning data includes one or more

3   from the group consisting of a salary amount, a stock

4   option amount, and an award amount.